



Monroe County Deputy Sheriff's Association

Post Office Box 426 • Monroe, Michigan 48161-0426

My Friends:

You may remember I worked for the Wayne County Sheriff's Office from July, 1995 until January, 1999, when I left to join the Hamtramck Police Department. I am now a detective with the Monroe County Sheriff's Office and currently serve as the president of the Monroe County Deputy Sheriff's Association. I also sit on the Executive Board for POAM.

Serving with most of you at the WCSO, I have a unique perspective on your upcoming election on union representation. I worked in the jail and got a first-hand look at how an **independent** Local 502 works compared to the first class treatment Monroe County Deputies receive from POAM. In 1995, our group switched to POAM because of an unfriendly administration that caused numerous grievances and mediocre compensation. Our unit worked with POAM's political staff to unseat the incumbent sheriff. We prevailed and since then, department morale is high and we currently rank at the top of the similarly demographic counties comparable list.

POAM has no interest in controlling our local board but their commitment to **full service** has allowed our group the opportunity to flourish. No members of our local association, including myself, receive any compensation, stipends, etc. We enforce our own contract with the professional expertise and involvement of the POAM staff. However, we can assess ourselves additional money above and beyond POAM monthly dues with membership approval.

With the unprecedented support of POAM's research, negotiation and legal team, Wayne County Deputies can be assured that they will receive the best possible contract. Our recently negotiated contract was a 4-year deal with 3% pay increases every year, including hazardous duty pay which increases to \$1,500 annually at the end of the contract. We enjoy relative labor harmony and our Sheriff abides by our collective bargaining agreement. Yes, he is a good sheriff, but he also recognizes that our local association and the POAM have the power and reputation to fight and win important battles, if necessary.

POAM represents over 90% of Wayne County Police Departments and nearly every County Commissioner lives in these municipalities. POAM will engage in previously unheard of political advocacy on behalf of your members.

For maybe the first time, you have a real shot at getting the respect that Wayne County Deputies deserve. I urge you to make an informed decision and do not be afraid to pull the trigger for POAM.

Yours in law enforcement,

A handwritten signature in black ink, appearing to read 'Dave LaMontaine', written over a horizontal line.

Dave LaMontaine, President
MCDSA

P.S. At \$35.00 per month, your dues are 20% less than ours